

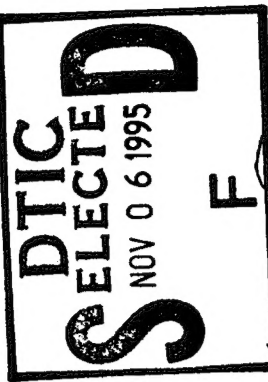


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Department of Defense  
**CIVILIAN MANPOWER STATISTICS**

M04



June 30, 1995



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Department of Defense

# CIVILIAN MANPOWER STATISTICS

JUNE 30, 1995

*Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
Operations and Reports (DIOR)*

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## FOREWORD

*Civilian Manpower Statistics* (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, *Report of Federal Civilian Employment*.

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**TABLE 1**

**DoD Civilian Employment, by Function and Employment Status,  
According to Defense Component - June 30, 1995**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
FORMER OMB CEILING EMPLOYMENT					
DIRECT HIRE	855,543	271,826	254,854	191,699	137,164
INDIRECT HIRE	812,692	248,331	244,514	185,046	134,801
	42,851	23,495	10,340	6,653	2,363
GRAND TOTAL EMPLOYMENT	859,138	272,625	256,733	192,202	137,578
DIRECT HIRE	816,287	249,130	246,393	185,549	135,215
INDIRECT HIRE	42,851	23,495	10,340	6,653	2,363
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
FORMER OMB CEILING EMPLOYMENT	29,618	29,617	0	1	0
GRAND TOTAL EMPLOYMENT	30,476	30,475	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
FORMER OMB CEILING EMPLOYMENT					
DIRECT HIRE	885,161	301,443	254,854	191,700	137,164
INDIRECT HIRE	842,310	277,948	244,514	185,047	134,801
	42,851	23,495	10,340	6,653	2,363
GRAND TOTAL EMPLOYMENT	889,614	303,100	256,733	192,203	137,578
DIRECT HIRE	846,763	279,605	246,393	185,550	135,215
INDIRECT HIRE	42,851	23,495	10,340	6,653	2,363

a/Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF-113 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,  
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 91	30 SEP 92	30 SEP 93	30 SEP 94	30 APR 95	31 MAY 95	30 JUN 95	
MILITARY FUNCTIONS								
DIRECT HIRE a/	1,044,300	1,003,209	935,875	891,100	857,131	859,079	855,543	
INDIRECT HIRE b/	974,169	942,516	884,216	844,395	813,907	815,849	812,692	
ARMY	70,131	60,693	51,659	46,705	43,224	43,230	42,851	
DIRECT HIRE	366,948	333,691	295,032	278,522	268,490	270,103	271,826	
INDIRECT HIRE	318,543	294,689	264,821	252,559	244,616	246,256	248,331	
NAVY	48,405	39,002	30,211	25,963	23,874	23,847	23,495	
DIRECT HIRE	329,592	309,490	285,934	266,337	256,847	255,578	254,854	
INDIRECT HIRE	319,421	299,396	275,596	255,894	246,583	245,263	244,514	
AIR FORCE	10,171	10,094	10,338	10,443	10,264	10,315	10,340	
DIRECT HIRE	233,491	214,796	201,991	196,077	186,466	188,080	191,699	
INDIRECT HIRE	223,319	206,144	193,745	188,434	179,836	181,398	185,046	
OTHER DoD ORGANIZATIONS c/	10,172	8,652	8,246	7,643	6,630	6,682	6,653	
DIRECT HIRE	144,269	145,232	152,918	150,164	145,328	145,318	137,164	
INDIRECT HIRE	112,886	142,287	150,054	147,508	142,872	142,932	134,801	
	1,383	2,945	2,864	2,656	2,456	2,386	2,363	
CIVIL FUNCTIONS a/								
(ALL DIRECT HIRE)	28,252	29,474	28,535	27,959	27,673	28,716	29,618	
ARMY	28,251	29,473	28,534	27,958	27,672	28,715	29,617	
AIR FORCE	1	1	1	1	1	1	1	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,072,552	1,032,683	964,410	919,059	884,804	887,795	885,161	
DIRECT HIRE a/	1,002,421	971,990	912,751	872,354	841,580	844,565	842,310	
INDIRECT HIRE b/	70,131	60,693	51,659	46,705	43,224	43,230	42,851	

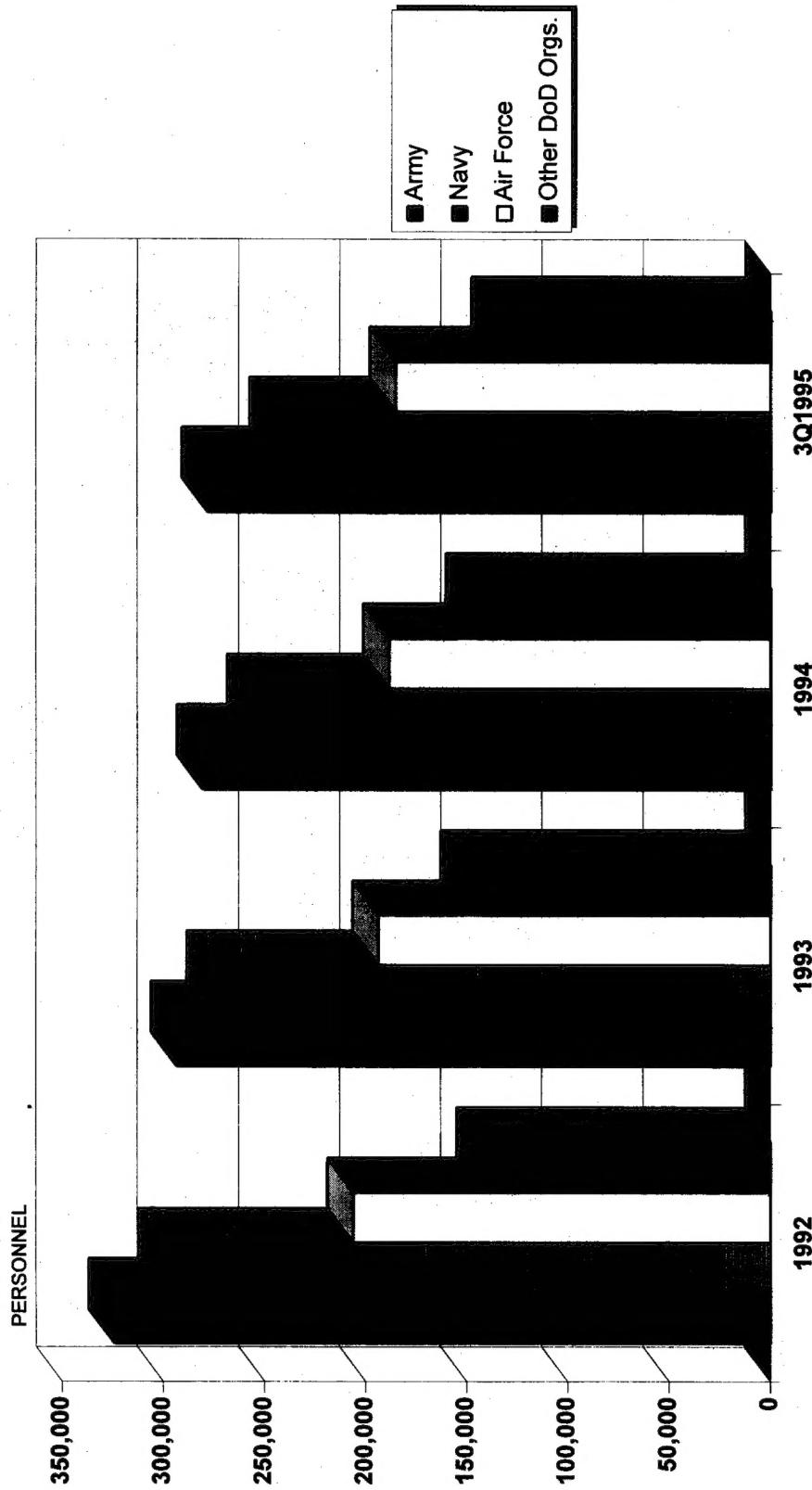
a/As reported officially to the Office of Personnel Management.

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/See Glossary for a list of Other DoD Organizations.

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# **TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY AND CIVIL FUNCTIONS**

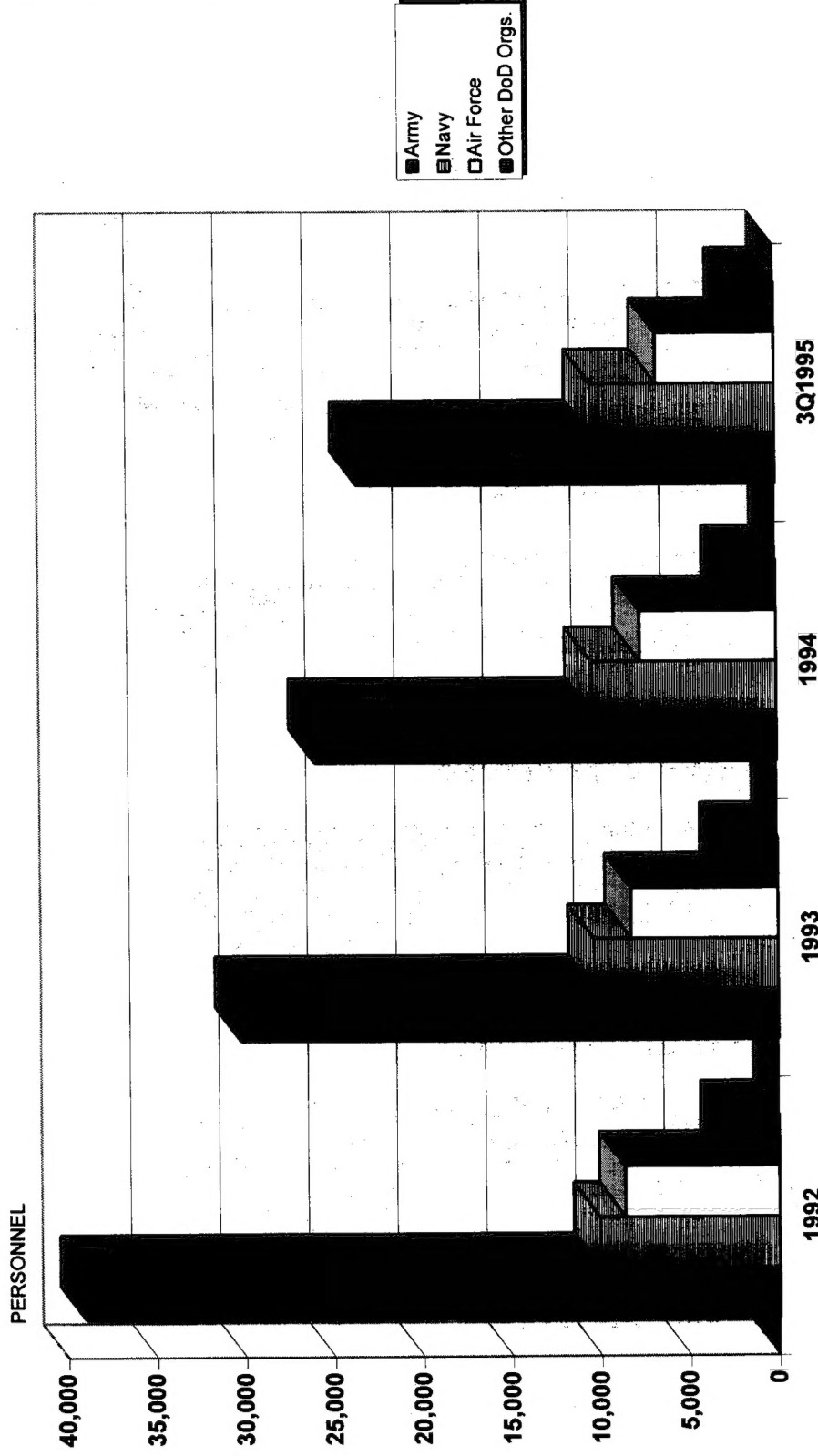


FISCAL YEAR

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FIGURE 1

# TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY FUNCTIONS



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FIGURE 2



TABLE 3

# DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Function and Defense Component

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS			
	30 APR 95	31 MAY 95	30 JUN 95	30 SEP 95		30 APR 95	31 MAY 95	30 JUN 95	30 JUN 95
MILITARY FUNCTIONS									
ARMY	813,907	815,849	812,692	817,741		740,912	738,948	729,359	
NAVY	244,616	246,256	248,331	245,620		216,549	216,276	215,267	
AIR FORCE	246,583	245,263	244,514	243,481		232,806	231,642	230,146	
	179,836	181,398	185,046	182,972		167,550	167,243	166,919	
OSD & ORGANIZATIONS SERVICED b/									
DCPMS	4,816	4,860	4,944	5,238		4,643	4,637	4,628	
DeCA	336	340	351	366		329	332	334	
DCAA	18,236	18,360	18,431	19,245		9,543	9,614	9,490	
DFAS	5,105	5,137	5,140	4,968		5,002	5,014	5,000	
DISA	23,884	23,667	23,424	24,003		22,451	22,249	22,005	
DIS	7,664	7,631	7,399	8,111		7,357	7,419	7,048	
DLA	2,903	2,898	2,893	3,100		2,831	2,827	2,814	
DNA	51,854	51,916	51,313	50,649		50,572	50,424	49,588	
DNA	7,070	7,084	7,160	7,239		6,925	6,923	6,932	
DSA c/	563	581	589	604		538	541	542	
DoDEA	475	466	470	569		452	442	445	
DoD IG	17,248	17,255	9,943	16,931		10,934	10,933	5,768	
DICA d/	1,618	1,623	1,628	1,543		1,606	1,603	1,604	
OSIA		296	299	1,917					
USUHS	294	818	817	313		279	281	282	
				872		545	548	547	
CIVIL FUNCTIONS									
ARMY	27,673	28,716	29,618	N/A		25,302	25,368	25,382	
AIR FORCE	27,672	28,715	29,617	N/A		25,301	25,367	25,381	
	1	1	1			1	1	1	
TOTAL MILITARY AND CIVIL FUNCTIONS	841,580	844,565	842,310	N/A		766,214	764,316	754,741	

a/ See the Glossary for Component names.

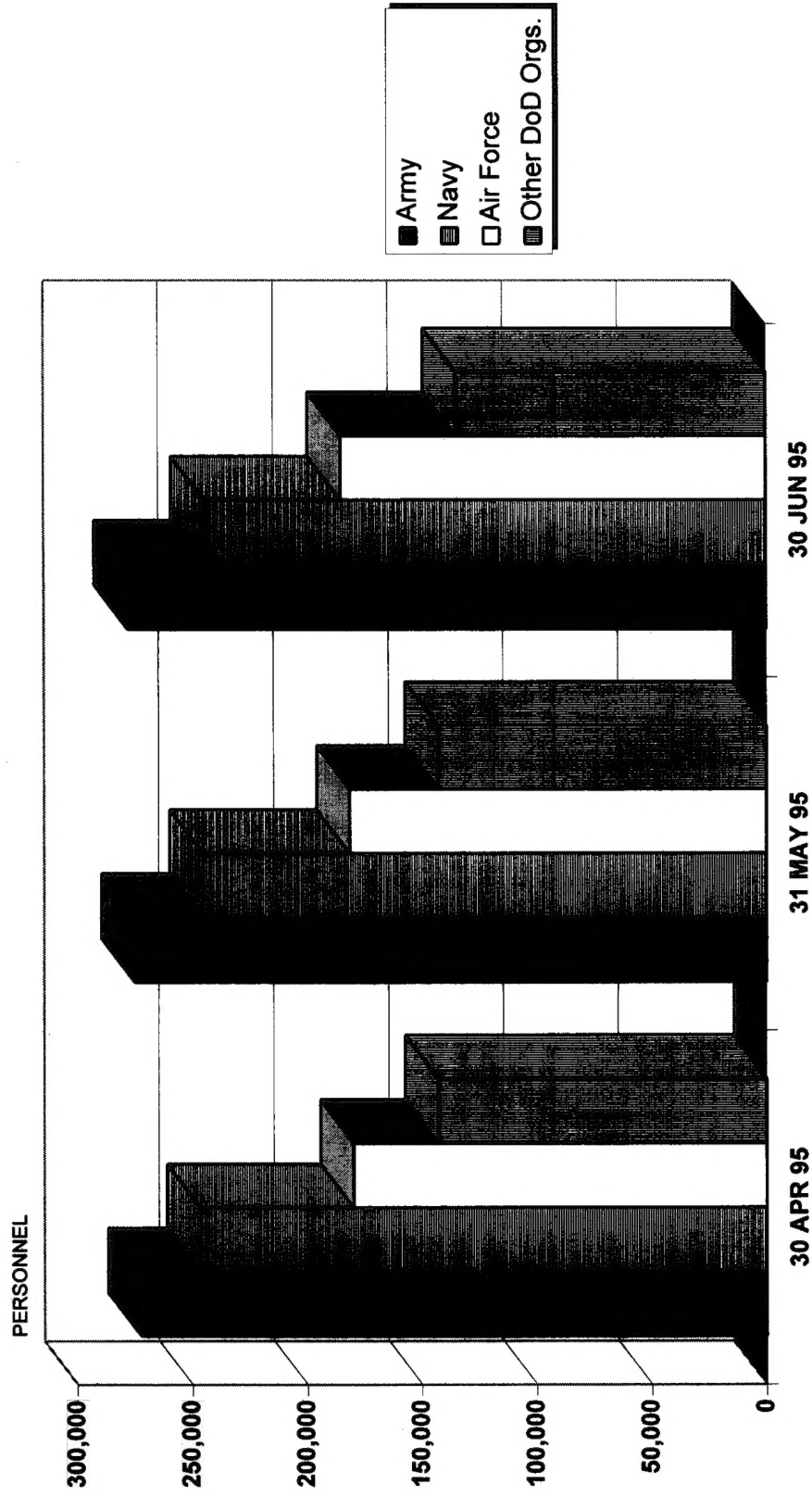
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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# **DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT**



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**FIGURE 3**

**TABLE 4**

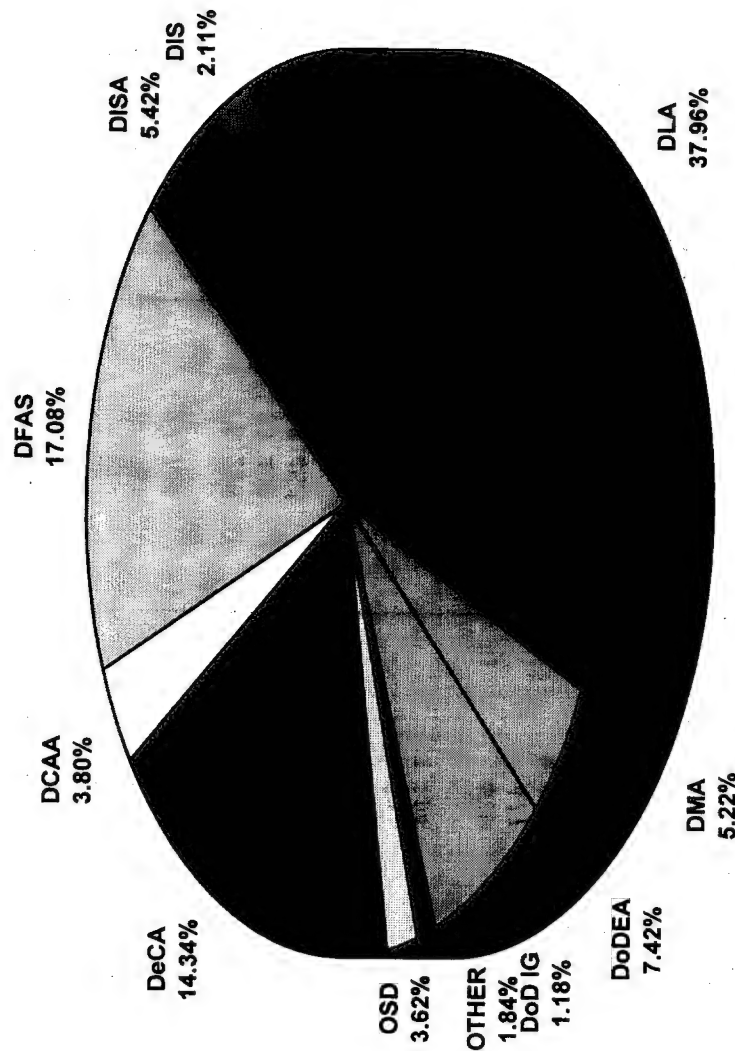
**DoD Direct and Indirect Hire Civilian Personnel, by Component,  
(Excluding the Military Departments) - June 30, 1995 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE DEFENSE COMMISSARY AGENCY	4,985 351 19,734	4,981 351 18,446	4 0 1,288
DEFENSE CONTRACT AUDIT AGENCY DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY	5,226 23,492 7,453	5,221 23,492 7,433	5 0 20
DEFENSE INVESTIGATIVE SERVICE DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY	2,897 52,231 7,184	2,897 51,457 7,184	0 774 0
DEFENSE NUCLEAR AGENCY DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	589 477 10,214	589 477 9,943	0 0 271
DEPARTMENT OF DEFENSE INSPECTOR GENERAL ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	1,629 299 817	1,628 299 817	1 0 0
TOTAL	137,578	135,215	2,363

a/Includes personnel not subject to former OMB ceiling control.  
b/See the Glossary for a list of organizations serviced by OSD.

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# **DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY COMPONENT - JUNE 30, 1995**



Excludes Military Departments

**FIGURE 4**

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TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - June 30, 1995 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	846,763	279,605	246,393	185,550	135,215
BY STATUS					
FULL-TIME	823,553	274,496	243,468	182,409	123,180
PART-TIME	18,002	4,910	2,520	2,711	7,861
INTERMITTENT	5,208	199	405	430	4,174
BY CAREER SERVICE CATEGORY					
COMPETITIVE	719,466	225,194	227,916	146,186	120,170
EXCEPTED AND SES	127,297	54,411	18,477	39,364	15,045
BY TYPE OF APPOINTMENT					
PERMANENT	767,687	243,755	232,353	167,950	123,629
TEMPORARY/INDEFINITE	79,076	35,850	14,040	17,600	11,586
BY CITIZENSHIP					
U.S. CITIZENS	828,820	269,273	243,006	182,506	134,035
NON-CITIZENS	17,943	10,332	3,387	3,044	1,180
BY LABOR CATEGORY					
SALARIED	638,503	215,662	175,152	134,920	112,769
WAGE BOARD	208,260	63,943	71,241	50,630	22,446

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - June 30, 1995 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	846,763	279,605	246,393	185,550	135,215
UNITED STATES	788,848	252,530	234,514	175,881	125,923
BY LOCATION					
WASHINGTON, D.C., SMSA c/	82,990	23,918	33,348	5,887	19,837
REMAINDER OF U. S.	705,858	228,612	201,166	169,994	106,086
BY LABOR CATEGORY					
SALARIED	590,402	192,852	166,519	126,114	104,917
WAGE BOARD	198,446	59,678	67,995	49,767	21,006
BY CITIZENSHIP					
U. S. CITIZENS	788,441	252,275	234,433	175,854	125,879
NON-CITIZENS	407	255	81	27	44
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	7,317	1,166	4,064	840	1,247
WAGE BOARD	4,143	828	1,994	417	904
BY CITIZENSHIP	3,174	338	2,070	423	343
U. S. CITIZENS	7,308	1,161	4,062	838	1,247
NON-CITIZENS	9	5	2	2	0
FOREIGN COUNTRIES					
BY LABOR CATEGORY	50,598	25,909	7,815	8,829	8,045
SALARIED	43,958	21,982	6,639	8,389	6,948
WAGE BOARD	6,640	3,927	1,176	440	1,097
BY CITIZENSHIP					
U. S. CITIZENS	33,071	15,837	4,511	5,814	6,909
NON-CITIZENS	17,527	10,072	3,304	3,015	1,136

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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**TABLE 7**

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - June 30, 1995**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	701	663	0	2	36
GERMANY	21,110	16,995	0	2,738	1,377
GREECE	18	8	0	7	3
GUAM	4	0	4	0	0
JAPAN	17,086	3,221	9,276	3,888	701
KOREA	2,304	2,304	0	0	0
LUXEMBOURG	19	19	0	0	0
NETHERLANDS	302	266	0	2	34
SINGAPORE	3	0	0	0	3
SPAIN	1,136	0	1,060	16	60
TURKEY	23	19	0	0	4
UNITED KINGDOM	145	0	0	0	145
TOTAL	42,851	23,495	10,340	6,653	2,363

a/See the Glossary for a list of Other DoD Organizations.

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# GLOSSARY

**Civil Functions.** Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of the Department of Defense (DoD). Included are Foreign Nationals hired by DoD to support DoD activities in their home countries.

**DoD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Former OMB Ceiling Employment.** Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, *The SF-113 Summary Data Reporting System*, for a delineation of employment formerly exempt from ceiling controls.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

**Indirect Hire Civilians.** Foreign Nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

**Intermittent Employees.** Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

**Military Functions.** Activities normally associated with the Uniformed Services.



## **OTHER DoD ORGANIZATIONS**

- \* Office of the Secretary of Defense (OSD)
- \* Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- \* U.S. Court of Military Appeals
- Uniformed Services University of the Health Sciences (USUHS)
- \*\* Defense Support Activities (DSAs)

## **Department of Defense Agencies:**

- \* Advanced Research Projects Agency (ARPA)
- \* Ballistic Missile Defense Organization (BMDO)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- \* Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- \* Defense Security Assistance Agency (DSAA)
- On-Site Inspection Agency (OSIA)

## **Department of Defense Field Activities:**

- \* American Forces Information Service (AFIS)
- \*\* Defense Civilian Personnel Management Service (DCPMS)
- \* Defense Medical Programs Activity (DMPA)
- \* Defense Prisoner of War/Missing in Action Office (DPMO)
- \* Defense Technology Security Administration (DTSA)
- Department of Defense Education Activity (DoDEA)
- \*\*\* Drug Interdiction and Counter-Narcotics Account (DICA)
- \* Office of Civilian Health and Medical Program for the Uniformed Services (OCHAMPUS)
- \* Office of Economic Adjustment (OEA)
- \* Washington Headquarters Services (WHS)

NOTE: \* Organizations serviced by OSD.

\*\* Organizations serviced by DLA and DISA.

\*\*\* Organization serviced by Military Services and selected DoD organizations.

**Part-Time Employees.** Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

**Permanent Appointments.** Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

**Salaried Employees.** Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

**Senior Executive Service (SES).** Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

**Standard Metropolitan Statistical Area (SMSA).** Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

**Total Paid Civilian Employment.** Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

**Wage System Employees.** Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)